

The journey to USACE 2012 continues with another step toward an objective organization that continues to meet the needs of the Army and the Nation, needs heightened by the critical demands of the past year and a half.

Based upon the invaluable feedback provided by the members of the Corps and interested external parties, the study team has embraced many of your recommendations and produced a new draft USACE 2012 and a new plan for the way ahead. I want to reiterate:

No decisions have been made.

We are in a working mode and will be for the next five months.

People are my highest priority.

The next phase in this process will take place this coming week when the Senior Leadership of the Corps (General Officers, Senior Executive Service, and HQ Functional Office Chiefs) will meet at the headquarters for a day and half to talk about the principles and processes we should use to develop this new objective organization.

Your Senior Leaders will be very busy over the next few months designing the future of our great organization. My charge to them is that they continue to keep all of you involved and informed.

By Monday, 28 April, we will send you a note providing the results of the Senior Leader meeting and an outline of the next steps to be taken. For now, the latest draft, some questions and answers, and other information can be found at :

[<http://web2000.wes.army.mil/stakeholders/>](http://web2000.wes.army.mil/stakeholders/),

I encourage you to stay informed. Read the report. Talk to your co-workers and, most importantly, your customers, partners and stakeholders about how the Corps can better meet their expectations and needs.

I know this is hard work for all of us. But it is also some of the most critical work that we can do now for our Army and Nation. You are all part of a great organization - one that we can all make even better in the future.

Essayons!

Bob Flowers